GRUMMAN plane news

Full systems EF-111A returns home

On Tuesday, April 4, the U.S. Air Force/ Grumman EF-111A No. 2 returned home to Calverton after a six-month absence.

The Air Force's new Tactical Jamming System had been undergoing extensive testing and evaluation at Air Force bases in Eglin, Florida, and Mountain Home, Idaho.

In early 1975, the Air Force selected Grumman Aerospace to perform the test and qualification work on the conversion of two F-111A fighter-bombers into the EF-111A configuration prototypes, by incorporating the ALQ-99 system — the nation's most advanced jamming system. EF-111A No. 1 is continuing structural flight tests at Calverton.

Of the two EF-111A aircraft modified by Grumman, prototype No. 2 is the first aircraft in the program to be equipped with the complete ALQ-99 tactical jamming system. After undergoing maintenance, it will enter the anechoic chamber at Calverton for three months of electromagnetic compatibility testing.

This summer, the Department of Defense is expected to make a decision to proceed with a production program to convert F-111s.

The combination of speed and range gives the EF-111A a variety of mission capabilities. As a standoff jammer, it can loiter miles from enemy territory for extended periods. As an escort for fighter-bombers, the supersonic swing-wing EF-111A can accompany strike forces all the way to targets deep in enemy territory while providing blanket radar jamming coverage. In addition, it can support fighter-bomber strikes along battlefield front lines.

During the successful testing at Eglin and Mountain Home, the full-systems EF-111A accumulated a total of 258 flight hours during 78 missions while demonstrating its ability to jam simulated enemy radars in various situations.

A Grumman team consisting of Engineering, Flight Test, Manufacturing and other personnel from supporting departments, provided technical support on the EF-111A during the six months of testing. Al Gurkewitz directed the 30-member team effort with support from Larry Helner and Morty Proper of Engineering, Ken Moser and Bill Egner of Flight Test, and Hank Spinks, Bob Reilly and Tom Conway of Manufacturing.

Name Watkins to direct Field Operations

Bob Watkins, no stranger to serving Grumman in the field, has been named director of Field Operations by Grumman Aerospace Chairman and President George Skurla.

When asked to assess his new assignment, Watkins observed that Field Service has a long and proud tradition at Grumman, but he strongly believes that the future will demand even a higher performance by Grumman representatives in the field. He points to the efficiency achieved in aircraft production as an example of what can be done by concerted corporate effort.

"For the first time in 10 years, production on each of our aircraft programs was on schedule every month throughout 1977 — and that's a very impressive indication of how far we've come in our in-house efficiencies."

Watkins admits that reaching such a consistently high level of performance in the field is not easy to achieve but he believes that's what's necessary to capitalize on the momentum that has been generated over the past several years.

"We must put increasing emphasis on the support of our products, but operating in the field is decidedly more complex than in-house, in that the customer bears the prime responsibility for his performance — we're there to do our part, and help him whenever we can, but it's really his show."

In addition, Field Service's responsibility has increased dramatically since the department was established some 40 years ago.

At one time, a service rep could go aboard a carrier and feel confident that he alone could resolve most problems likely to occur. But with the advent of such sophisticated aircraft such as the F-14, the E-2C, the A-6E, and the EA-6B, additional specialized technical support became necessary on a variety of avionic and aircraft systems.

In addition to weapons systems becoming more complex, the added concerns of customer attitude, budget constraints, international situations, competitive products, etc., compound the increasing importance of publications, spares, training, carrier outfittings, etc.

Consolidated effort

So in today's environment, Watkins points out, supporting Grumman's diverse products involves many departments, and levels of management, starting at the presidential level.

"We recognize that no one department is singularly responsible — or totally capable — of supporting our products in the field. For example," says Watkins, "we have representatives from Field Operations, Programs, Manufacturing, Engineering, and Integrated Logistics Support (ILS) at any large military operating center because practically all disciplines are vital to the success of our products in the operating environment. Management personnel are constantly making field trips."

This most recent move in Field Operations is a natural follow-on to a decision George Skurla made early in 1977 that all senior Field Service reps report directly to the president. That was part of a management streamlining Skurla initiated within the company to consolidate functional responsibilities.

The same approach will be taken in Field Operations. "By having one strong central department tie together all these efforts, we can be sure there is no redundancy and no overlap of effort, and corporate emphasis can be directed where it's needed at any time."

Watkins succeeds Nick Scobbo, the former director of Field Service, who plans to retire later this year. Scobbo will assist Watkins in his new post, and, says Watkins, "I'm looking forward to working closely with Nick because he's got more than 40 years experience in the field and we must make sure that knowledge is passed on to all of us who follow him."

As Watkins describes it: "You don't often have the opportunity to tap the know-how of such an experienced predecessor."

Watkins began his 24-year Grumman career in 1954, spending the first 12 years in Field Service. In 1966, he was named chief of support for the Lunar Module program, and later that year joined George Skurla's staff at Kennedy Space Center in Florida. At that time, Skurla was director of Operations for Grumman on the Lunar Module program.

For the next seven years, Watkins was responsible for ensuring that every facet of the LM support program at KSC — from "contracts to cotter pins" — was in its proper place at the right time.

Upon returning to Long Island, Watkins worked at Calverton Operations as Skurla's executive assistant, a position he will continue to hold in addition to his new post.

'Never lost touch'

But Watkins never lost touch with Field Service.

In addition to regularly monitoring Field Service activities, he has been Skurla's travelling companion on several visits to fleet units around the world while the president analyzed how well Grumman products performed in their operating environment.

It was on these trips that Skurla became convinced that a direct communication link between field representatives and his office was vital to the success of the company.

Department shift

Watkins' appointment also brought an announcement from Skurla that all Field Service personnel would begin working in Field Operations.

Also reporting to Watkins now are Ken McSweeney and Jim Philbin, newly appointed as deputy directors of Field Operations.

McSweeney, now in charge of Internal Operations, has served in a number of posts in Intergrated Logistics Support, most recently as head of Supply Operations. In his new post, he will be responsible for the day-to-day operations.

As deputy director of Field Requirements, Philbin will be responsible for interfacing with Aircraft Programs and Field Operations. But his will be a dual role.

He will continue to serve as director of Fleet Requirements, reporting to Tom Guarino, Vice President-Aircraft Programs, in order to ensure a smooth interface between Field Operations and the many Grumman programs, both on Long Island and at various sites in the field.

Skurla believes this direct pipeline from the executive staff to the representatives in the field will assure the strong support necessary for the success of Grumman products.

Watkins agrees: "In today's very competitive environment, we must have top performance from all segments of the company, especially in the field. How well we support our products today will determine to a large extent how well we do tomorrow."

Bob Watkins

OK new G-III design

As PLANE NEWS went to press, Grumman American Aviation announced plans to build a Gulfstream III business jet.

An initial design for the new executive transport was announced in November 1976, but development was suspended when cost projections showed that the price of the aircraft might limit sales.

At a lower cost, the redesigned Gulfstream III incorporates the most important features of the original design, such as extended range, improved fuel efficiency and longer fuselage.

In the April 28 issue, PLANE NEWS will focus on Grumman Aerospace's contributions to the development of this latest line of Gulfstreams.

obituaries

JOHN WILLIAM CASSIDY of Plant Protection, Plant 77, died March 11 at the age of 64. He had been with the company since 1968 and resided at 1075 S.W. All American Blvd., Palm City, Fla.

JULES HELFNER of Sys./Integration, Plant 36, died March 4 at the age of 54. He had been with Grumman since 1965 and lived at 106 Eden Ave., Massapequa.

PATSY P. GIANNETTA JR. of Fuse Fwd. Sub. and Maj., Plant 1, died March 26 at the age of 41. He had been with the company since 1956 and resided at 23 Meadow Lane, Syosset.

JOHN HOLSTEN, Mfg. Tech. Mgt/Staff, Plant 2, died March 23 at the age of 55. He worked for the company since 1947 and lived at 15 Bay Dr., Massapequa.

GRUMMAN plane news

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Salute Griffaton as 'Idea Man of 1977'

It's Grumman's version of the Academy Awards . . . and the winner was Charlie Griffaton — the top Project Sterling winner for 1977.

At the 12th annual Project Sterling luncheon at the Linden Tree on April 5, Griffaton and 12 others were honored for their time — and money-saving suggestions. Eleven awards were distributed; two were shared. Griffaton's top honors, an engraved silver bowl and $1,500 in U.S. Savings Bonds, was for a repair technique he developed for the amplifier tube in the E-2C radar unit.

Griffaton, an electronic technician in Plant 14's E-2C lab, was able to save the $250,000 component — and four subsequent units — from the scrap heap. His innovative methods resulted in an estimated savings of $1,250,000.

Program improvements

Statistics released at the luncheon showed that for 1977, 1,734 suggestions were submitted, and 2,550 were approved. (Why more approved than submitted? — Motivational Programs is rapidly catching up with and eliminating a backlog from a year earlier.) From the approved group, 551 received bond awards and the rest received gift certificates. The associated savings to the company from the award-winning suggestions were over $15,955,000.

'Gives us an edge'

Executive Vice President Ralph "Doc" Tripp, who presented the awards, said that Grummanites' hard work and creative thinking are "... what keeps the company going. It's the innovative idea that the competition doesn't have that gives us an edge. It can mean the difference between winning and losing a job."

Here to honor

Tripp cited recent improvements in the Project Sterling program, such as a decrease in the backlog of ideas awaiting decision, and more involvement of each responsibility center and department in making that decision.

Other corporate officers and managers on hand for the awards included Tom Kelly, Vice President-Engineering; Phil Vassallo, Vice President-Corporate Procurement Operations; Alexander Alexandrovich-Vice President, Assistant to the Executive Vice President; Harry Kline, director of ILS; Tom Merritt, general manager of Calverton Operations; Bill Trillo, general manager of Bethpage Operations; Frank Messina, director of Manufacturing; and Bob Prais, deputy director of Manufacturing.

Charlie Griffaton

The winners

Second-level award winners of an engraved bowl and a $500 U.S. Savings Bond were: Michael Kowalchik of Plant 25, whose original award totaled $625; Roy Ambrosiat of Plant 1, whose initial award was for $1,225; Carl Cooke of Plant 6, whose idea originally netted him $2,300; Charles Boppe of Plant 35, whose original award came to $400; and Henry Courten and Joseph Mattal of Plant 35, who shared an earlier award of $1,000.

Third level winners of a $100 U.S. Savings Bond were: the team of Anthony Barile and Albert Como, Plant 35; Tom O'Brien of Plant 25; Edwin Burlingame of Plant 27; Vincent Maggio of Plant 6; and Jim Christiansen — a retiree whose winning entry was his very first suggestion approved by Project Sterling.

In the community

In his recent budget message to the Legislature, New York State Governor Hugh Carey announced that the qualifying age for the Golden Park Pass has been reduced from 65 to 62 years of age. The Golden Park Pass permits free access to State Parks and Environmental Conservation recreational areas Monday through Friday (except holidays).

In addition to the lowered age requirement, fees charged senior citizens for swimming and other activities will be reduced 50 percent.

These passes may be obtained at any N.Y. State Park, L.I. State Park and Recreation Commission Headquarters in North Babylon or at any County Office for the Aging. Applicants must appear in person and provide proof of residency and age.

Credit Union spreads good news at annual meeting

Nearly 1,500 people applauded the good news that Bethpage Federal Credit Union had reached the magic $100-million mark in assets. The report was presented at the annual dinner meeting held at the Huntington Town House on Wednesday, March 22.

Though the increase in assets is a most dramatic accomplishment, many other significant happenings occurred during the past year according to BFCU president Ray Montano. Among them were: the completion of the BFCU home office renovation; the upgrading of the Savannah, Georgia office to a full-service branch; the opening of the fifth branch office at Plant 40 in Melville; and the introduction of the Easy Payment share draft program. Approximately 4,200 members are currently using this new service which in many ways is similar to a checking account service.

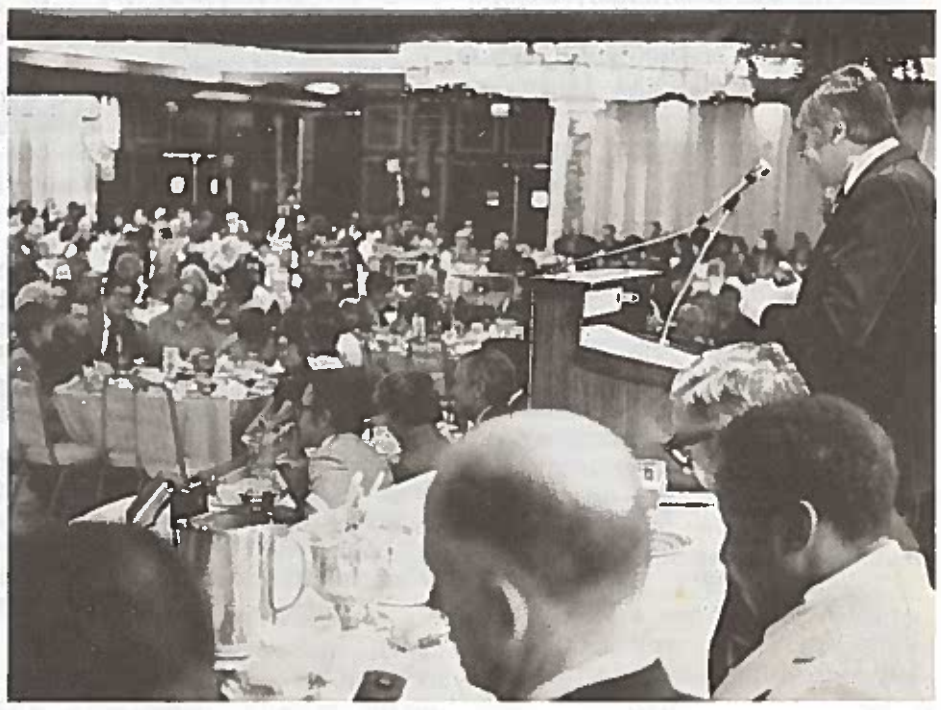
Last year also marked the passage of a new bill in Congress which allows Federal credit unions to raise the limit on unsecured loans. Subsequently, unsecured loan limits increased to $5,000. Loan protection life insurance also was raised. Members' loans are now insured up to a maximum of $20,000.

A free service

Pete Seitz, general manager of BFCU, noted that 3,500 members have taken advantage of the new direct deposit feature instituted in 1977. Under this free-service package, members receive imprinted share drafts, Barclays travelers checks, money orders and gift checks at no cost when they authorize the direct deposit of their Grumman paycheck, pension check or Social Security check to their share draft account, a convenience which eliminates a trip to the CU office.

The Credit Union's assets have increased 10,000 fold since its beginnings in 1941 when $8,900 in assets was reported to its 403 members. Membership has grown to over 34,000 shareholders, including retirees. In 1977, 21,422 new loans were granted amounting to over $38-million.

President Ray Montano may have summed up the BFCU's ultimate goal when he told the annual dinner meeting attendees, "You can be sure that we will continue our efforts to improve both the quality and range of services at your disposal and to make your Credit Union the one place to serve all your financial needs."



Good news. *Bethpage Federal Credit Union president Ray Montano announces credit union happenings to members at the annual dinner meeting on March 22. (Photo by Rich Breunig)*

Introducing Grumman family protection plan

A new life insurance program, "The Grumman Family Protection Plan," will be made be available to Grummanites in the near future, says Ed Jacobs, Grumman Corporation assistant treasurer.

Through the Plan Administrator, Corporate Benefit Systems Inc., Grumman will be offering a completely voluntary insurance program that is designed to augment the Group Term Life Insurance Program provided at no cost to each Grummanite.

Individual policy

To qualify for any or all of the four plans being offered, you must be actively employed at Grumman and you and your dependents must not be hospitalized at the time of your enrollment. Individual policies are issued; rates are based upon whichever plan you may select, amount of coverage and age of the insured. Payment is by payroll deduction.

"Once in effect, rates can never be increased or benefits decreased by the insurance company," states Jacobs, "and you can keep the plans at exactly the same rates should you retire or terminate employment with Grumman.

"Another key point is that you are assured the issuance of a policy, and will not be turned down for poor medical history within the assured coverage limits. No physical examinations are ever required."

Take your pick

The four plans being offered to Grummanites are: Dependent Coverage for spouses; Employee Coverage for yourself; Deferred Coverage for yourself and/or your spouse upon retirement; and Dependent Coverage for your children.

Dependent (spouse) coverage — Under the Group Term Life Insurance Program provided by Grumman, your life is covered for twice the amount of your annual base pay. Spouses and children are not covered. "Therefore, this whole-life plan and the children's plan will provide insurance coverage that some Grummanites may not have presently," says Jacobs.

Under this plan, you are assured that your spouse will receive a policy in an amount equal to what $2 per week will purchase, based on the closest age of the spouse, regardless of previous medical problems.

This dependent coverage provides:

- Cash and paid-up values. You can borrow against the policy; cash it in; or convert the policy to a paid-up contract and make no further payments. (Your policy will show a table that provides these yearly values.)
- An accidental death benefit may be added at a nominal cost, says Jacobs, which automatically triples the benefit amount in the event of death by accident.

Employee Coverage — This policy is, simply, additional insurance on yourself. It can be purchased in amounts up to two times your annual base pay (to a maximum of $50,000) without medical questions or examination.

Also included are:

- Builds cash and paid-up values;
- A waiver of premium provision in the event of disability;
- An accidental death benefit, at no additional cost, which doubles the amount of coverage.

Adds Jacobs, "Should you want increased coverage over the assured amount, that is also available based upon your answers to certain medical questions."

Deferred Coverage — Your Grumman group insurance, together with any other personal insurance plans you might have, may adequately protect you and your family, says Jacobs. But what happens when you retire or leave Grumman? The company's term insurance on your life ceases, and you may need to convert part or all of this insurance to an individual policy, states Jacobs. "If you are at retirement age, the cost to purchase insurance will be expensive and your income, in most cases, would be reduced.

This is what the Deferred Coverage plan provides:

- It enables you to choose and pre-fund an amount of fully-paid coverage to become effective at a selected retirement age.
- The premium would be based on your age at your nearest birthday.
- Your spouse may also be enrolled in this plan.
- Premiums will be paid for through your current weekly earnings, rather than from your retirement income.
- If you should die prior to retirement or termination, your beneficiary would receive from this plan a reduced death benefit, never less than your paid premiums to date, plus interest. *In addition, your beneficiary would also receive the company benefits to which you are entitled.*
- This plan contains cash and paid-up insurance values.
- You can select any amount of coverage; may decrease or increase this amount at anytime; or choose to have the plan paid-up at any period prior to retirement.
- You may also continue this plan after retirement at the same rates, and receive even greater paid-up insurance benefits when you convert, says Jacobs.

"This plan does not provide accidental death or waiver-of-premium provisions," states Jacobs. "But through this program, when the Grumman-sponsored life insurance program ends, you will have your own individual fully-paid policy."

Children's Coverage — Your present children, stepchildren and adopted children between the ages of 14 days and 25 years may be included under a Children's Term-Benefit Rider attached to either the Dependent (Spouse) Plan, the Employee Plan or the Deferred Plan.

Under this plan:

- All dependent children are assured the issuance of up to $2,000 of coverage.
- Eligibility for additional coverage (to a maximum of $5,000) is based solely on answers to the medical questions in the application.
- Weekly premium is approximately 12 cents for each $1,000 of insurance purchased. So for less than 60 cents a week, you may purchase the maximum coverage of $5,000 per child (if your children qualify). That's right, whether you have one child or 10, your total weekly cost will be about 60 cents, says Jacobs. Each new child is insured automatically when 14 days old at no increase in premiums.
- At age 25, your child can purchase $5,000 of permanent life insurance for each $1,000 of children's term benefit, regardless of health or occupation. In addition, says Jacobs, this policy contains additional purchase options beyond age 25.

Enrollment

The enrollment period begins this week and will continue for several months. Shortly, you will be receiving in the mail a more detailed explanation of the program.

According to Jacobs, representatives from the Plan Administrator will be visiting each Grumman facility to personally review the program with each Grummanite.

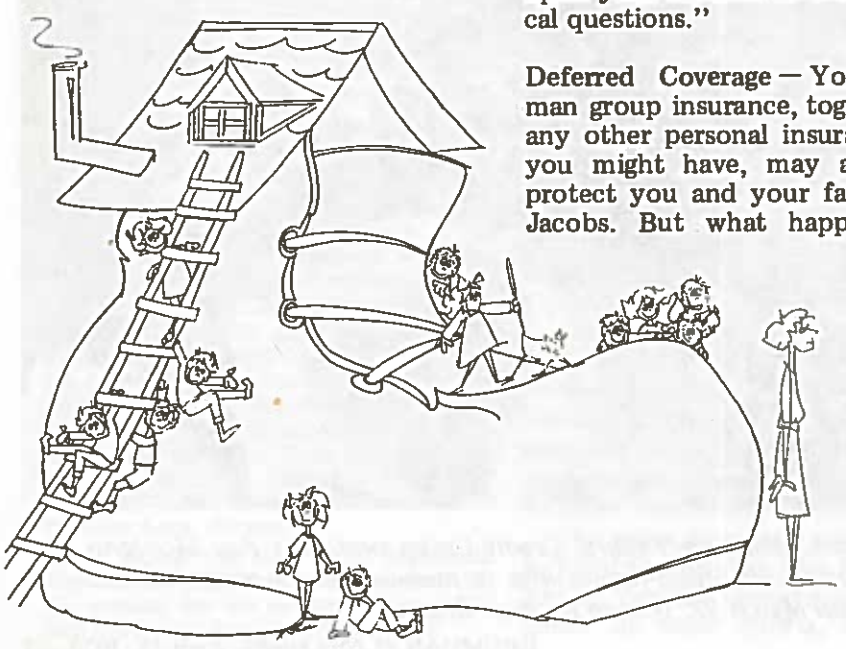
Should you elect to participate, the Plan Administrator will assist you in completing the application and payroll deduction authorization card. A summary of the insurance you apply for will be furnished at this time, and will indicate the applicable weekly premiums.

Waiver option

Should you choose not to participate, the Plan Administrator will ask that you sign a "waiver of insurance" card which states that you were given the opportunity to enroll, but decided not to.

Adds Bob Bradshaw, Grumman Corporation Secretary; "Remember that participation in this program is voluntary. Whether you enroll or sign a 'waiver,' we ask for your cooperation. There are probably many fellow Grummanites who could not qualify for life insurance coverage if medical questions or a medical examination were necessary."

Grummanites may enroll in this new program only during the Plan Administrators' visits this year, states Jacobs, and annually thereafter during designated times.



There are no set types in secretarial world

"What's the most important part of a secretary's job?" a group secretary in Plant 25 was asked.

She looks you square in the eye and says evenly, "Oh, we run the company."

She admits she's only half kidding. She takes her job seriously, and, like most Grumman secretaries, knows that the place would fall apart without her. Telephone and written communications would become hopelessly bogged down, and office routines would disintegrate.

"When I come back to work after two days' absence," one executive secretary says, "my boss will still have a dozen phone messages on his desk and two pounds of unopened mail."

What's the job like? Sheer drudgery to some . . . a comfortable niche . . . a great career . . . an open door to others.

"Secretarial work utilizes the best skill I have," says one administrative secretary, "which is getting people organized. I can help my boss use his time efficiently and focus his energies on the most important tasks. He trusts me to take care of the details and set office priorities . . . and as his responsibilities have increased, mine have too."

To be a secretary is to play a supporting role rather than the lead, and many Grumman secretaries find this one of the plusses of the job. "I've got all the responsibilities I want right now. I have no desire to be anybody's boss. When 4:30 comes, I put the cover on my typewriter and don't think about work until 8 the next morning, and that's the way I like it."

Self-satisfaction

The job satisfies personal needs for other secretaries. "When I was younger, I wanted to be a teacher or a social worker — one of the 'helping' professions — but I wound up here. But this is a 'helping' job, too, and I guess that the idea of providing support in this capacity fulfills that need in me."

Understandably, many secretaries cite their working relationship with their boss as the determining factor in whether or not they like their jobs. "I couldn't work for someone I disliked," one woman says. "A secretary should keep things running smoothly and make the boss's job easier. If I worked for a guy I didn't like, I would probably do the bare minimum expected of me and the office atmosphere would be very tense."

Rapport between supervisors and secretaries, as in any human relationship, is not always smooth.

"I'm very careful about his phone messages, but very often, he just doesn't return calls. This one person whose calls he had been dodging for a few days finally caught up with him. You know what my boss told him? 'Gee, my secretary never gave me the message.' Now I'm embarrassed whenever he calls or stops by," one secretary says.

An executive secretary says, "I feel that I'm being put on the spot when he asks me to do things that are not part of my job . . . such as typing his kids' term papers or running to the dry cleaners. Recently I told him that I simply could not run any more personal errands for him on my lunch hour."

Most Grumman secretaries know what the career path is, and know how far up the ladder they want to go. It starts at group secretary; then secretary, administrative secretary, executive secretary, and secretary to a corporate officer. Steno skills are a necessity for any secretary who wants to move ahead. As in any other job, there are no talent scouts; advancement is made through determination and training.

"I'm pleased with how my career has progressed," says one young woman who's made it from group secretary to executive secretary in less than three years. "I took the steno course offered in Grumman's voluntary education program, and also the professional secretary course they have, and I know it's made a difference in my evaluations and my promotions."

"I think there are adequate job opportunities here," one administrative secretary points out. "In another two years or so I may want to get out of secretarial work and try something else at Grumman. But in the meantime, I'm learning a lot about the company and about my own potential."

Another young woman worries that the way to the top is more complicated. "A lot of secretaries think that the way to bigger, more important jobs is by waxing desks, making birthday cakes and coffee, etc. In addition, of course, to looking right and having all the necessary skills.

"I like my job, and I'm good at it. I want promotions to come on my terms — because I can get the job done, not because I keep his desk shiny."

National Secretaries Week is observed from April 23 to 29. The National Secretaries Association offers this definition of secretary as seasonal food for thought:

"A secretary shall be defined as an executive assistant who possesses a mastery of office skills, who demonstrates the ability to assume responsibility without direct supervision, who exercises initiative and judgement, and who makes decisions within the scope of assigned authority."

If you're a secretary, or a secretary's boss, how does your definition of the job stack up against that one?

(Special thanks to secretary Gina Caputo and photographer Rich Breunig)

Hats off to Grumman secretaries

From April 23 through 29, National Secretaries Week, Grumman salutes the 650 secretaries whose contributions keep things running smoothly. Here's what some Grumman Aerospace corporate officers and managers have to say about Grumman secretaries:

Grumman Aerospace Chairman and President George Skurla: "If you believe in the team concept of getting things done, then you have to consider the secretary as a vital member of that team. She brings to the team certain administrative and professional talents that are vital to the orderly and efficient management of day-to-day operations."

Executive Vice President Ralph ("Doc") Tripp: "Secretaries play a very important role in making management tasks flow smoothly. We are fortunate at Grumman Aerospace to have more than our share of excellent secretaries."

General Manager-Great River Operations Bruno Caputo: "Secretaries are like the mortar between the bricks of the foundation . . . the cohesive element that keeps everything together."

Milledgeville Operations Deputy Director Tom Lahey: "From a business point of view, a good secretary is one of a manager's most valuable assets. The secretarial function is a vital one, and important to the corporation as a whole."

Plant 3 Manager Sam Avati: "Secretaries are the backbone of the company. They're invaluable . . . always there when you need them. We ought to have National Secretaries Week every month."

Main course. *Typical meal for participants in the Meals-on-Wheels program is removed from oven and inspected by master chef Gene Serafine at Calverton. (Photo by Jim Wagner)*

Meals-on-Wheels plan cooking at Calverton

"Too many people ignore the old folks," says Ray Souter, supervisor of Food Services at Calverton, discussing Grumman's involvement with Catholic Charities' Meals-on Wheels program.

In February, Grumman Aerospace joined a federally funded pilot project under Title VII of the Older Americans Act. Today, it supplies food to 25 homebound, elderly residents on the east end of Long Island.

Usually, food for Meals-on-Wheels programs is prepared by private catering firms, nursing homes and hospitals. The program is the only one exclusively designed to serve shut-ins on eastern Long Island and is believed to be the only one in the state catered by a corporation such as Grumman.

"The choice of Calverton's Food Services facility was based on location, cost involved, and the food preparation facilities", says Mary Bannon, Catholic Charities coordinator for Meals-on-Wheels. The nutritional value of the food supplied is a key factor and the food supplied by Food Servioes exceeded the requirements of Catholic Charities.

Each day, Food Services prepares two meals, one hot and one cold, for each of 25 shut-ins. The meals are picked up by Catholic Charities vans and transported in insulated carriers. All of the recipients of the meals are at least 60 years old and too infirm to shop and cook for themselves.

"The extra work involved in setting up Meals-on-Wheels is no problem at all," says Souter. "This could wind up being a much larger operation. We could handle 200 or 300 dinners a day with ease."

Announce company match

Grumman Corporation recently announced a 56 percent matching contribution to the Employee Investment Plan for the second quarter of 1978.

This contribution is based upon the company's financial performance during the four quarters which preceded the announcement — in this case, all four quarters of 1977.

Monthly unit values of the Employee Investment Plan can be obtained by calling Ext. 4400. Callers will hear a recorded message that includes the lastest monthly unit values of the Equity Fund and Fixed Income Fund, and the Grumman Common Stock value. In addition, the company's matching contribution to the Plan is also included for the present quarter.

It looks like another big year for GAA

When PLANE NEWS went to press, the Grumman Athletic Association was still tabulating the returns in this year's annual GAA membership drive. Judging from the long list of 100 percent participation departments that follows, it looks like another dynamite year for GAA.

These departments have reached the 100 percent participation mark:

Plant 1 — Sub-Assy., Mid-Sect. Assy., Bench Sub-Assy., Fwd. Sect. Maj. Assy., Joining, Aft Sect. Assy., Hydraulic Bench/Inlet Final, Avionics Assy., Pl. Mgmt.

Plant 2 — Router, Press, Hammer, Drop Hammer, Alodine — Prime Paint, Cad. Plate, Heat Treat, Spotweld/Tanks and Ducts, Pride Line, Prototype, Cntls., Steel Pts. Sub-Assy., Mid-Sect. Maj., Fwd. Sect. Maj., Inbd. Duct/Tank/Keel, Sub-Assys. — Majs., Tail Sect./Maj., Hydraulics, Comp. Test, E.B. Weld, Mach. Shop, Stress and Hot Form, Clean and Finish, E.B. Weld Sub-Assys., Cent. Cutting, Admin. and Procedures, Adv. Mfg. Plans, Mfg. Sys., Templates, Die Shops/Plaster/Plastics, Fixture Dets. and Sub-Assy., Indust. Enggs., Tool Cntl., Plants and Prog. Serv., Forming/Welding/Bonding.

Plant 3 — Admin., Shear Router, Press Stretch Area, Heat Treat, Paint Shop, Engraving, Chem. Mill, Core Det., Surfaces, Honeycomb Prefit, Honeycomb Final, Honeycomb Layup, Adv. Composites.

Plant 4 — Matl. Mgmt., Prod. Rel. and Analy.

Plant 14 — Elect. Test., Mech. Hydrolic Test, Research, Mgmt.

Plant 15 — Pubs. Cntl.

Plant 25 — E2 PP&C, Space, PP&C, E2C Prog. Mgmt., DOD/AC Prog. Stf., Gulfstream Prog.

Plant 28 — Field Base Admin. and Liaison, GAA, Employment, Pers. Admin., Insurance.

Plant 30 — Projs. Facl. Engg., Projs. Pwr/Cntls., Energy Sys., Finance, Paymaster, Payroll, Time Card Cntl., Contract Revenue, Financial and Reg. Reports, Matls. Acct., Claims Adj., Invoice Audit, Gen. Acct., Contract Term., Contract Cost Analy., Property Acct., Acct. Admin., Audit Liaison.

Plant 31 — Engg. Sys. Test, Element and Matl. Test.

Plant 35 — EA6 Weapon Sys. Trainer, GEMS, Reliability, System Engg., Mgmt. and Stf., Weight and Mass Properties, Sys. Des., Computer Appl., Engg. Resources, Dept. Ops., Mgmt. and Stf., Field Serv., Sys. Sciences Sect., PP&C.

Plant 36 — Upholstery, Wing Sub-Assy., Sub-Assy., Cent. Sect. and Final Assy., Wing Inner Panel and Combo., Final Assy., Mgmt. and Stf., Matl. Mgmt.

Plant 40 — A6-E Field Serv. Group, A6-E Cntl., EA6B PP&C, EF111 PP&C, A6/PP7C, Nacelle Thrust, EA6B PGM Mgmt.

Plant 43 — Elect. Final Assy., Avionics Sys. Test, Elect. Boxes, Panels and Drawers Fab., Elect. Box and Panel Fab., Prod. Rel/Analy., Engg. Mgmt. and Stf., Elect. Engg., Secy. Serv., Elect. Liaison Engg., ILS Resources Appl., Chem. Engg. and Process Stds., Engg. Rel. and Cntl.

Plant 44 — Circuit Analy.

Iran — Ops. BPA, Base Mgmt., Chet Training.

All Plants — Prog. Support, Transportation, Bethpage Ops. Mgmt., Facilities, Maintenance, Pl. 57, Pl. 84.

Today, the drive officially draws to a close. In the Plant 30 cafeteria, a drawing will be held this morning to pick 15 lucky GAA members who will win $100 U.S. Savings Bonds. Another 50 Grummanites who passed the $1 membership buck joined GAA during the 1978 campaign will receive sets of Grumman glasses. In the April 28 issue of PLANE NEWS, full coverage of the GAA drawing will appear.

It's a bargain. *Vice President Ed Dalva (R), director of Stuart Operations, kicked off the GAA membership drive at Stuart by passing a dollar to GAA head Chet Baumgartner. Year after year, Grummanites at Stuart prove to be big fans of GAA.*

retirees

On behalf of the fellow workers, PLANE NEWS salutes the following men and women for their contributions to the company and wishes them well in their retirement. Those who retire in April are:

William Bell (2), George Watkins Jr. (76), James Blake (5), Alexander Charnay (39), Charles Remmert (2), George Sustman (2), Gilbert Pike (77), Peter Grubb (6), Walter Sheades (7), John Sartori (88), Norman Egloff (30), Frank Bonade (2), Grace Ross (44), Joseph Smith (3), Joseph Baffato (87), Joseph Blanche (1), and David Belasco (2).

And Barbara Steedman (3), John Stamm (6), Allan James (12), Collis Wheeler (3), Gustav Vesper (2), Charles Zolek (2), William Donovan (2), Thomas Fitzpatrick (44), Salvatore Marchese (43), William Gayron (18), Mason Matthews (43), Harold Kominski (30), John Vengroski (2), Joseph Kormoski (18), George Tweed (30), Joseph Zarensky (87), James Green (2), Lena Bionda (3), Joseph Orobona (1), Charles MacPherson (1), Robert Sealey (3), Anthony Tamburro (1), Dominick Buffalino (5), Olander Ross (30), James McCormack (36), Philomena Bozzella (36), Harry Hoffman (2), Joseph Smith (2).

scorecard

A dozen Grummanites thought they could de-throne two-time GAA pocket billiards champ Frank Castiglione this year. But they found out that Frank isn't ready to give up the crown.

In fact, the Grumman pocket billiards titleholder showed no mercy in this year's battle. He easily defeated Bruce Bender, 75-21; John DeMarco, 100-42; and Cosmo Scura, 100-37. Coming out of the losers' bracket in the double elimination tourney, DeMarco had another shot at the reigning champ. But Castiglione handed him his second defeat by the score of 100-60.

Look's like the challengers will have to wait one more year.

Frank Castiglione

Top of the ladder. *Members of the Grumman Tennis Club sport the trophies they won during last season: (L to R) Angelo Caporaso, advanced beginner champ; Don Cassese, most improved player; Penny Baldasarre, advanced beginner champ; and Charlie Kohl, men's intermediate titleholder. The club mets the second Wednesday of every month in Conference rooms A/B, Plant 5 mezzanine. For more info, call club president Pat Andrews, Ext. 7345. (Photo by Marie Trimborn)*

Rolling away

Plans are now on the GAA drawing boards for the formation of a Grumman Rollerskating Club. If you are interested in joining this new club, call the GAA office, Ext. 2133 or 2269.

Tee off time

The Tiger and the Avionics golf leagues have a few openings in their leagues for this season.

The Tiger league plays every Monday at Bethpage State Park, at 4 p.m. Call Steve Lake, Ext. 3389, for further information.

Contact George Stuppiello, Ext. 6236, if you wish to play in the Avionics league on Thursday evenings, 5:15 p.m., at Bethpage.

We're No. 1

Defense. That's the game plan of the Grumman varsity basketball team, and it's paid off nicely this season.

The Hellcats have just completed the L.I. Industrial league regular season with an unblemished record of 10-0, reports team manager/coach Tony Razzano.

By relying heavily on a tight man-to-man defense, the varsity squad continually forced its opponents to falter under the hoop. Thanks to the defensive rebounding of Larry Bates, Jim McKinstry, Paul Knopf, and Nate Kelly, the strategy paid off.

By their defensive play, guards Richie Washington, Larry Tarvin, Gene Cromwell, Rich Brown, and Gary Flynn were able to make the score continuously in favor of Grumman. The team shooting average for the season was a respectable 60 percent.

In mid-April, the Hellcats will play 1977 league champion Chase Manhattan, Fairchild and Nassau County Police for the playoff title.

Softball salute. *Brian Masterson (L), director of Public Affairs, and Pat D'Angelo (R), Plant 2 estimator, were recently honored by the Amateur Softball Association of Metro-Long Island. Masterson who caught for the Grumman Yankees was inducted into the Hall of Fame; D'Angelo, an umpire for over 40 years, into the Hall of Honor.*

calendar

AIAA: joint meeting with IEEE, local section; Thurs., Apr. 27, 8 p.m., PINY, Farmingdale; L.I. section; guest speakers: Dan Knowles, GAC, director of Personnel, Henry Zylla Sr., engg., Sperry Corp., Dr. Martin Hamburger, prof., NYU — "Employer/Employee Rules in Career Maintenance;" all welcome. S. Kalemaris, x7470.

Aikido Club: every Mon. and Wed., 5 p.m., Pl. 35 cafe; for sport and self-defense; L.I. Aikido Federation; all guests welcome. B. Bauman, x2910/M. Stock, x7186.

Alcoholics Anonymous: every Mon., 5 p.m., Pl. 15 conference room C; closed meetings; Personnel Relations, x3521; Calverton: every Mon., 4-5 p.m., Headquarters Building; Great River: every Wed., 4-5 p.m., Pl. 43 conference room 3.

American Production and Inventory Control Society: Mon., Apr. 17, Antun's, Hicksville, dinner 6:30 p.m., presentation 8:00 p.m.; local chapter; guest speaker: A. Fichtner, GAC — "Case Study — Business System Planning;" all welcome. N. Heilweil, x2250.

American Society for Metals: annual dinner-dance, Fri., Apr. 14, Galaxie, Plainview, cocktails 8:30 p.m., dinner 9:30 p.m. ($35 pp); door prizes; guests welcome. J. Beaudoin, x3945.

American Society of Mechanical Engineers: Wed., Apr. 19, Antun's, Hicksville, 6 p.m.; local; guest speaker: David Kassner, chief mech. engg. for Isabelle Project — "Design of Superconducting Magnets for Isabelle;" all welcome. L. Hemmerdinger, x6168.

Duplicate Bridge Club: every Thurs., 6 p.m., Pl. 30 cafe; open competition; guests welcome. S. Campbell, x3382/F. O'Lear, x 5120.

Fencing Club: every Tues., after 4:30 p.m., Pl. 30 cafe; both beginners and experienced fencers; instruction and competition; GAC employees and dependents welcome. P. Chaidaris, x4331.

Folk-Dancers Club: every Tues., folk dancing, every Thurs., hustle and ballroom dancing; some instructions available; lunchtime, receiving area, Pl. 6; all welcome. E. Urciuoli, x(117)6688.

GACE Flying Club: Fri., Apr. 14, 5 p.m., Pl. 28 auditorium; slide presentation on Grand Canyon; beg. May 12, the first of a series of six films will be shown on "The History of Flight;" guests welcome. R. Reisch, x3286.

Grumman Dance Club: every Wed., 5-8 p.m., Pl. 30 cafe, Apr. 19 social/Apr. 26 hustle (instruc. for inter/adv.); friends and relatives welcome. E. Murway, x4393/M. Brown, x3262.

Grumman Model Railroad Society: every Wed., 5:30-9:30 p.m., Model RR Bldg. (at Pl. 3 rr crossing); regular meeting; guests welcome. R. Muntz, x8101.

Grumman Tennis Club: 2nd Wed. of every month, 5 p.m., classrooms A and B, Pl. 5. P. Andrews, x7345.

Grumman Toastmasters Club: Wed., Apr. 19, 7:30 p.m., Pl. 25 conference room C; L.I. division; division speech and evaluation contests; all guests welcome. J. Allison, x3475/P. Ivy, x2931.

IEEE L.I. Section: joint meeting with AIAA.

IEEE Reliability Chapter: reservations only; Thurs., Apr. 20, 7 p.m., Underwriters Labs., Inc., Melville; tour of labs.; guests welcome. A. Loshak, 271-6200, x229.

Retiree Club: Wed., Apr. 26, 1:30 p.m., Holiday Manor; local chapter; business meeting. E. Drasser, x2133/2269.

Stamp Club: 1st, 2nd, 3rd Wed. of each month, 4:45 p.m., Pl. 35 cafe. S. Hoops, x3926.

Seventies: low tide for keglers

The Seventies have not been kind to the Grumman men's varsity bowling team. Except for a victory in 1974, success has eluded them in their quest for the L.I. Industrial Bowling tournament title.

This year, Pan American took top honors in the 37th annual kegler tourney, sponsored by the Grumman Athletic Association. The Pan Am squad took the lead over the other 15 teams in the first round and never let go. In fact, going into the fourth and final night of play, they had stretched their lead to a comfortable 312 pin spread.

So on the final evening of play, it became a contest between Grumman and Sperry for second place honors. But even with Ed Gabriel's 210-200-207-617 effort, the Grumman squad fell 17 pins short in total pinfall to Sperry. Pan Am's final total was 11,323 for the 12 games, 531 pins ahead of Grumman.

Pan Am stepped into the winner's circle for its second L.I. championship trophy. Judging from the tourney highlights, it is no wonder why they walked away with top honors: high team game — Pan Am, 1,029; high series — Pan Am, 2,910; high individual game — Gene Ambrose of Pan Am, 257; second high game, Ambrose, 256.

Led by Ambrose, Pan Am rolled 481 pins above its team average. For knocking down the most pins, 2,494, Ambrose received the Bob Benn Bowler of the Year award from the retired director of GAA.

Due to tourney rules, only one trophy can be awarded to an industrial team, so Sperry with its 387 above average effort, captured the 37th annual Incentive Division title.

That moved Grumman into the awards bracket for second-place honors. Ed Gabriel accepted the trophy for Grumman, probably thinking there's only one more year left in the Seventies to bring it all home for Grumman.

I'll take that. *Ed Gabriel (L), of the Grumman varsity bowling team accepts second place L.I. Industrial league trophy from retired GAA head, Bob Benn.*

Varsity golf tryouts

Entry blank

Name ..... Perm. No. .....

Dept ..... Plant ..... Ext. .....

Club or league	Course	Handicap
.....	.....	.....
.....	.....	.....
.....	.....	.....

Submit to GAA, A-1, by April 21

...but not for varsity golfers

During the past 16 years, the Grumman men's varsity golf squad has lost the championship only once in the L.I. Industrial Golf league.

If you think you can help the varsity capture the 1978 title this season, fill out the registration form on this page and forward it to the GAA office no later than Friday, April 21.

Tryout dates for the eight slots on the squad are May 15, 17, and 22, says Mike Cherry of the GAA, who has coached the championship team for more than a decade.

Grummanites registering handicaps of 10 or less during the 1977 season on regulation courses are eligible to enter the 54-hole trials. All league or club handicaps must be included on the entry form.

Cut-off dates

Team berths will go the eight low-medal players for three rounds to be played on the Red and Black courses at Bethpage State Park. After the second round on May 17 the field will be narrowed to 16 contestants. On the final trial date, May 22, the eight-man squad will be decided on the basis of the total scoring for the 54-holes.

Entry deadline

All entry blanks should be forwarded to the GAA office, mail station A-1, by April 21.

Softball leagues get ready for '78

Finally, it's time to trade in your snow shovel for a softball bat. We know that's true because the Grumman Athletic Association recently announced the dates of the 1978 softball season organizational meetings . . . snow permitting.

On Monday, April 17, there will be a meeting for team representatives who expect to participate in after-hours softball competition in the GAA office, near Plant 2, at 5 p.m. Each team should have a representative at the meeting. Any players not attached to a team who wish to play should contact Herb Mahoney, Ext. 2133 or 2269.

Lunchtime action

Lunchtime intramural softball players should send a team representative to one of the following meetings. If you would like to join a lunchtime team, get in touch with the men listed in the respective leagues:

Plant 1 — Monday, April 17, Receiving Area, 12:15 p.m., Roe Strazzeria, Ext. 2394.

Plants 2-3 — Tuesday, April 18, conference room next to Plant 2 manager's office, 12:15 p.m., Frank D'Elio, Ext. 2515.

Plants 43-44 — Wednesday, April 19, conference room in Plant 43, 11:30 a.m., Charlie Greco, 7757; Bob Albert, Ext. 7841.

Nite Owls — Monday, April 17, GAA office, 4:30 p.m., Herb Mahoney, Ext. 2269.

Rock band. *The Grumman Employees Rock Band is looking for trumpet and piano/organ players. Call John Hulse, Ext. 7939, if you're interested.*

GRUMMAN plane news

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